

NewsLetter

Week of July 7, 2003

Vol. 4, No. 14

Human genes may predict AIDS progression rate

by James E. Rickman

A Laboratory researcher, Bette Korber of Theoretical Biology and Biophysics (T-10), and her colleagues have found that people with less common types of proteins on their white blood cells seem to mount a better immune response against the Human Immunodeficiency Virus — the virus that causes AIDS — and tend to fight progression of the disease better than people with common white-blood-cell proteins.

The research, presented in the July issue of *Nature Medicine*, eventually might help researchers better understand and exploit potential weaknesses in HIV.

The researchers studied a large group of homosexual men who were enrolled in the Chicago component of the Multicenter AIDS Cohort Study — an ongoing study of the natural and treated history of thousands of men infected with HIV — headed by Dr. Steven Wolinsky. The confidentiality of all individual study participants was preserved and the study itself was conducted in accordance with the highest recognized and accepted ethical standards.

Korber, Elizabeth Trachtenberg of Children's Hospital Oakland Research Institute and colleagues examined the levels of AIDS virus and a type of T-cell in study participants. In healthy people, these "helper T-cells" help mount an immune response to an attacking organism. Because the AIDS virus attacks and destroys helper T-cells in humans — thereby limiting and eventually destroying a patient's ability to stop the virus from replicating — the number of T-cells within an individual person is an indicator of the progression of the disease; the fewer the T-cells, the greater the level of HIV infection. The researchers were able to track the progression of the disease and the viral load within study participants over time.

Korber, Trachtenberg and colleagues compared viral load and rates of progression to proteins contained on the surface of white blood cells of study participants. The proteins, called human leukocyte antigens (HLAs), perform key functions in helping the body fight infection. They enable one type of T-cell that destroys cells infected with virus to recognize those infected cells. Destroying infected cells stops pathogens from multiplying within those infected cells.



Bette Korber

HLAs come in several varieties, or types, and exhibit tremendous genetic diversity. Everyone carries different combinations of these proteins. This diversity ensures that no single pathogen can decimate an entire population. Consequently, human populations tend to maximize and increase the frequency of HLA subtypes to provide better immunity against a range of pathogens. Nevertheless, pathogens evolve over time and develop the ability to disguise themselves and hide from HLAs. The study indicates that the AIDS virus has developed mechanisms to evade the most common

immune responses prompted by the most common HLA types.

In fact, Korber and her colleagues found that study participants who had the most common HLA protein types tended to succumb to progression to AIDS significantly more quickly than the participants who had more rare HLA protein types. In other words, the study indicates that HIV is able to outwit the most common HLA types that it usually has to confront and to overwhelm the body's immune system in individuals with common HLAs much more quickly than it can in patients with rare HLA types.

The researchers also were able to correlate the overall viral load of study participants with their combination of particular HLA types. Those patients with the more common proteins tended to get higher overall viral loads more rapidly than their rare-protein counterparts.

The study suggests that HIV adapts to the most frequent HLA proteins in a population, providing a selective advantage for patients with rare HLA proteins.

Korber and her colleagues cannot be absolutely sure that other subtle biological factors contribute to the association between HLA types and HIV progression. Therefore, Korber says, independent studies on other infected populations will be important to verify or refute the results of this study.



UC Regents visit Lab, meet with community leaders

Interim Laboratory Director Pete Nanos, second from right, talks with University of California regents members John Moores, far left, chairman of the regents; Richard Blum; and Peter Preuss, far right, during a working lunch meeting in the Los Alamos Research Park. Several UC regents visited the Laboratory to hear reports on Laboratory research and programs. The lunch meeting was held to give community leaders an opportunity to meet regents. Photo by LeRoy N. Sanchez



Laboratory Family Festival scheduled for July 19

Editor's note: The following is from a June 23 all-employee memo from Interim Laboratory Director Pete Nanos.

I'm happy to announce the Laboratory Family Festival, a special 60th Anniversary event, is scheduled for Saturday, July 19, at Sullivan Field in Los Alamos. The intent of the festival is to salute all members of the extended Laboratory work-force "family" — past and present — for their many contributions to this great institution and to thank the families of our work force for their outstanding support and dedication.

In celebrating the diversity and the 60 years of accomplishment of the Laboratory's work force, invitation announcements will be provided to Los Alamos employees (past and present) of the University of California; our site-support contractor KSL and security-force contractor Protection Technology Los Alamos and their predecessor companies such as Johnson Controls Northern New Mexico, Pan American Services and the Zia Co.; other contractors to the Laboratory; and special-service providers such as the Los Alamos County Fire Department. Employees of the Department of Energy and its National Nuclear Security Administration also will be invited in recognition of our special partnership with the Laboratory's federal owner.

The festival is being planned by the 60th Anniversary Task Force through a Labwide planning committee. Its objective is a true American festival, featuring food, music and fun for you and your family members of all ages. To make the festival successful, the task force wants your involvement and input in planning, implementation and post-event reflection on the event. If you wish to volunteer to serve on the festival's planning committee, or if you have suggestions for the festival program, contact task force member Min S. Park at park_min_s@lanl.gov by e-mail. Or send an e-mail to familyfestival@lanl.gov.

From the Laboratory side, I will strongly encourage the active participation of the Senior Executive Team, division leaders and group managers.

On a personal note, I look forward to serving you and your family members hot dogs and hamburgers and tying some balloons for your children at the festival.



**Interim Laboratory
Director Pete Nanos**

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Wall-to-wall inventory moving into new phase
Several months ahead of schedule,

the Laboratory has inventoried more than 99 percent, by dollar value, of controlled personal property as part of its Labwide wall-to-wall inventory.Page 3

Safety and Security Day

Ashley Pond and a portion of Central Avenue was the setting for Community Safety and Security Day sponsored by the Laboratory and Los Alamos County.Page 5



Women's Diversity Working Group honors Laboratory mentors

The Women's Diversity Working Group held their annual Women's Career Development Mentoring Awards on June 24 at Fuller Lodge. The WDWG recognized several award recipients for their exemplary mentoring of women in the work force at the Lab.Page 7

Former Laboratory Director John Browne retires

"I want you to know how very grateful everyone here is for your many years of dedicated service," said Interim Laboratory Director Pete

Nanos to his predecessor John Browne in a memo congratulating Browne on his retirement the end of June after 24 years of leadership at the Lab.Page 8



Los Alamos NewsLetter

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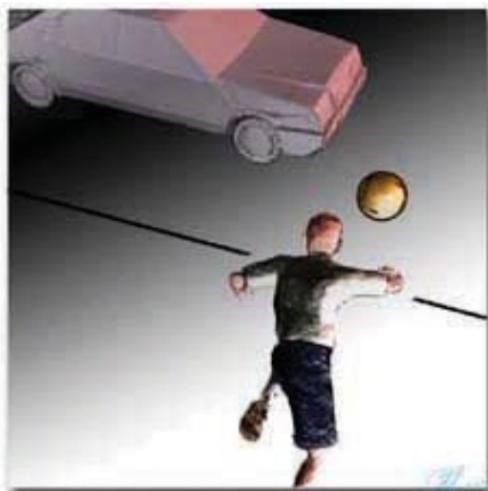
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Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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Drive safely on NM 30

Most schools are now closed for the summer, which means children may be found playing near New Mexico's roads and highways. For Laboratory workers who drive to and from work in Los Alamos and nearby communities, it is important to increase attention to safety on the daily commute.

Laboratory workers are asked to be especially diligent in watching for children on NM 30 near Santa Clara Pueblo. Laboratory employees traveling on NM 30 should slow down and obey all posted speed limits.

Motorists traveling through neighboring communities and pueblos should pay careful attention to posted speed limits as well as to areas such as parks where children might be

playing. It takes only a moment for a child following a ball or playing with a pet or other children to stray into traffic.

Take the safety of fellow travelers on NM 30 and other roads seriously and slow down. The life you save truly may be your own.



Is your address
current in the system?

Open enrollment is coming...

(It's during October, but don't procrastinate about updating your mailing information.)

Medical insurance plans will be different in 2004.

Open-enrollment packets will be sent to your home address. These packets contain information about the new medical plans and will assist you in selecting the plan that best suits you and your family's medical needs.

To change your address, go to personal information at <http://eiproduct.lanl.gov>.

Now also is a good time to call the Benefits Office at 7-1806 to review your life insurance, beneficiary and disability insurance.

Wall-to-wall inventory moving into new phase

by Steve Sandoval

Several months ahead of schedule, the Laboratory has inventoried more than 99 percent, by dollar value, of controlled personal property as part of its Labwide wall-to-wall inventory.

But the inventory soon moves into the important reconciliation phase, said John Tapia of Property Management (BUS-6) and project leader for the Labwide inventory.

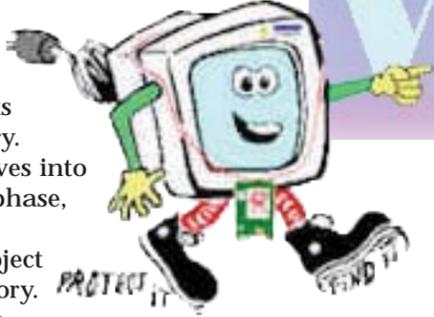
Tapia said that the Lab has far exceeded milestones it set up for the inventory, noting that at this point in the process, it was estimated that the inventory would be a little more than 75 percent complete. "We took a very formal approach to this inventory; there wasn't any down time," said Tapia. "Richard Marquez, the associate director for administration, has given us the time and authority we need to conduct the inventory," he said, adding that no recordable safety incidents occurred during the inventory process, which began Feb. 3.

Nearly 80,000 items were identified as the baseline of items for inventory. These items have an acquisition value of about \$1 billion. As of early June, Tapia said, more than 77,000 of those items had been inventoried.

Tapia said several organizations have had 100 percent of their controlled property items inventoried and accounted for, while other organizations have topped 98 percent. He said the National Nuclear Security Administration considers 98.7 percent by dollar value as meeting requirements for inventory; 99.2 percent is considered excellent; and 99.5 percent by dollar value is considered outstanding.

Tapia said the wall-to-wall inventory is moving toward the reconciliation phase in which inventory records are examined to determine what controlled-personal property has been inventoried and what hasn't been located. "We want to know can we account for [property] through the documentation or by physically locating it," said Tapia. He said BUS-6 notifies organizations when a piece of controlled personal property can't be located, adding that associate directors are receiving twice-a-month reports on the progress of the inventory.

Once the reconciliation phase is completed, the Lab then moves to



the validation phase in which the National Nuclear Security Administration and Price Waterhouse Coopers, an independent auditor, will check on the accuracy of the inventory process, said Tapia.

The Lab will report its findings to the University of California and the Department of Energy/NNSA this fall.

Interim Laboratory Director Pete Nanos said in a May 21 all-employee memo that Lab employees have responded positively to the inventory. "Every Laboratory employee obviously has been very committed to showing that we, as a Laboratory, maintain accountability for our property."

Nanos also asked Lab workers to review their property accountability statements and verify that it is correct or address discrepancies. "I would like nothing more than to be able to report 100-percent accountability in this year's inventory and that we also brought back into inventory items that previously had been listed as lost or unlocated. Please help us reach that goal," he said.

Tapia said that more than 700 controlled, personal-property items have been located that were not part of the inventory baseline.

As part of the wall-to-wall inventory, property administrators have gone to all accessible labs, office space and storage areas, closets, desks and bookcases to look for and scan bar-coded property subject to inventory.

BUS-6 has created a Web page with more information about the wall-to-wall inventory. It can be found at the Wall-to Wall Inventory page at <http://businternal.lanl.gov/bus6/FY03W2W/W2W.htm> online. The Web page includes a list of frequently asked questions related to the wall-to-wall inventory, as well as contact information.

The Laboratory last conducted a wall-to-wall inventory of all bar-coded property in 1998; that inventory met UC and DOE standards.

Lab workers who have questions about the wall-to-wall inventory can contact their property administrator or the BUS-6 property help line at 5-3230 or write to lanlproperty@lanl.gov by e-mail.

Checkpoint and Upward Appraisal deadline is July 25

Some 8,400 full-time and part-time University of California employees, including regular, postdoctoral and limited-term employees have received 2003 Checkpoint and Upward Appraisal surveys. The surveys were mailed to UC Lab employees at their mail stops.

The deadline to return the survey is July 25. UC Lab employees should complete the surveys with a number-two pencil or in black or blue ink and should not bend or staple the surveys because they will be scored electronically.

The two surveys provide an opportunity for employees to anonymously make their

opinions known to managers and Lab leaders on a range of topics.

"The results from this year's surveys will be used to assist in developing a baseline indicator of morale at the Lab as part of one of the Director's Performance Improvement Program concerning ethics and employee morale," said Tim Babicke of the Human Resources (HR) Division.

Results from either survey are released only at the level at which the confidentiality and anonymity of the respondents is ensured. Workforce Data and Analysis (HR-WDA) provides findings and comments to teams or groups that have five respondents or more. Division tallies will include results regardless of whether they are

reported at the team or at the group level. Survey results for an organization will not be reported if there are fewer than five respondents from that organization.

The HR Division administered the surveys nine of the last 10 years (all but year 2000) and the response rate has been around 46 percent, said John Pantano of HR-WDA. HR-WDA will compare findings from this year's surveys to those from past years to discern trends.

For questions about the surveys, write to Checkpoint@lanl.gov by e-mail or call the survey team at 5-1423. More information also can be found in the June 23 Daily Newsbulletin online at <http://www.lanl.gov/newsbulletin>.



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Los Alamos
NATIONAL LABORATORY

Ideas That Change the World

**The Laboratory
celebrates its
60th Anniversary**

For more information and a calendar of events, go the 60th Anniversary Web site at <http://sixty.lanl.gov/> online.

Renovations to affect Records Center access

by Steve Sandoval

Access to some records at the Laboratory's Records Center may be affected in July during renovations to E and F Bays in Building 1001. Records stored in these areas will not be accessible for several weeks, said Theresa Connaughton of Information and Records Management (IM-5).

Construction was scheduled to begin July 7 and end July 30.

KSL Services, the Laboratory's facilities and site-support-services contractor, is doing the work.

Records custodians concerned about access to records can write to records@lanl.gov by electronic mail and Records Center staff will determine if the records requested are in the affected area of the building and unavailable for immediate access, Connaughton said.

For more information, contact Connaughton at 5-4574 or write to tgc@lanl.gov by e-mail.

Director's Development Program to prep future Laboratory leaders

by Bill Dupuy

Grow Your Own Leaders" is more than just the title of a new book. It's the theme for the Laboratory's new Director's Development Program, starting this month, for individuals with group management experience.

"One of my goals is to build a stronger culture of leadership here at the Lab," said Interim Laboratory Director Pete Nanos. "My vision is that the institution will come to respect excellence in its leaders just as it does the scientific and technical acumen that has underpinned our technological accomplishments."
The Director's

Development Program targets group-level management and their potential for senior-management roles. It is one part of the Lab's effort to foster that kind of leadership excellence by developing a succession-management program for the Lab.

The Director's Development Program is an element of the leadership-development component of the Director's Performance Improvement Program. Other elements of DPIIP include group- and division-management projects and executive education. All of the elements are linked and build on previous work, said Rebecca Phillips of Deployed Resources (HR-D-DIR).

Nanos said this particular initiative addresses a goal of the Laboratory, the

University of California, the Department of Energy and National Nuclear Security Administration to create a pool of individuals with the experience, training and the necessary team-building skills needed for Lab management positions at the senior level. The idea is to prepare current leaders for the transition to the next leadership level, instead of promoting them and hoping that they will grow into the position. "In addition, this initiative promotes diversity by providing an opportunity to talented people to fill gaps with targeted learning and experience," Nanos added.

"We have evaluated best practices from the Malcolm Baldrige National Quality Award and other leadership systems, including the successful system developed for the federal Senior Executive Service," said Ronnie Cohen of HR-D-DIR.

"Our program is based on six leadership competencies that reflect Lab institutional values and support for our mission-specific business results," said Cohen. The core curriculum will focus on the six core leadership competencies: leading change, leading people, driving results, demonstrating business acumen, building coalitions and communications and achieving operational excellence.

In addition to the core curriculum, participants may enroll in additional training and development opportunities that will be based on needs identified through a formal assessment. There will be an emphasis on learning through experiences, such as rotational assignments. For example, rotational assignments may be either internal or external, and they may involve a full-time commitment of up to one year, starting in January 2004.

"An example might be a participant who would benefit from working in another directorate or perhaps even Washington," Cohen said, "The goal is to broaden participants' work experiences."

The program includes lectures by leading experts in their fields of business and leadership as well as hands-on teaming exercises where participants work on real Lab issues and problems, said Cohen.

"Much of the learning will take place through participants working with current Laboratory issues or problems, working together as a team to come up with a solution or an approach for addressing that challenge so the Lab gets a tangible product and the participants benefit from expert guidance while working on real Lab problems," Cohen said.

Participation in the accelerated leadership development program is open to all UC Lab employees who have been a group leader, deputy group leader or program manager, or who have held an equivalent position outside the Laboratory. People who have held acting assignments also are eligible to participate.

Individuals interested in applying for the program can self-nominate electronically by July 21 by submitting a nomination package found on the succession management Web site at <http://int.lanl.gov/orgs/hr/success/> online. Candidates need to have line management signature as well as an endorsement from a manager at least one level above the candidate, whether that is their line manager or someone outside their directorate.

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Nanos on leadership

Editor's note: During discussions about the new Director's Leadership Development Program with division leaders at a Laboratory Information Meeting, Interim Laboratory Director Pete Nanos shared several personal observations on leadership that the Los Alamos NewsLetter staff thought should be shared with all employees.

About the new Leadership Development Program

Nanos: "My goal for the development program is to develop current leaders to a new standard and to prepare some leaders to transition to successive levels. It will be an opportunity to experience and observe; to watch people who are good at it and to try their skills in a variety of settings.

"... I want to bring together a diverse group with various kinds of leadership and management experience. It will strengthen us. It will allow us to operate at a higher level.

"... There's a time to lead; there's also a time to follow. And there's a time to let people do their work. A successful leader knows how to do that.

"...These are habits ingrained over an entire career. You need to encourage your staff that these are an acquired set of skills that are useful regardless of the position they hold.

"... This isn't just about following orders. It's not "I'm the leader, do it." You have to create a compelling vision."

Contrasting leadership and management

Nanos: "Management is more of an academic exercise. You lay things out, you give specific direction. But managers are not really adept at dealing with things in a human context. Management training doesn't talk about morale or about internal commitment to mission.

"A leader understands the mission and develops a compelling vision of where we need to go so that people willingly buy in. It leads to a mutual contract about how we are going to proceed.

"Leadership is how you treat people, how you communicate with them. It's more personal and caring than management. Management is the mechanics. Leadership is the human face that goes on management and makes the organization work."

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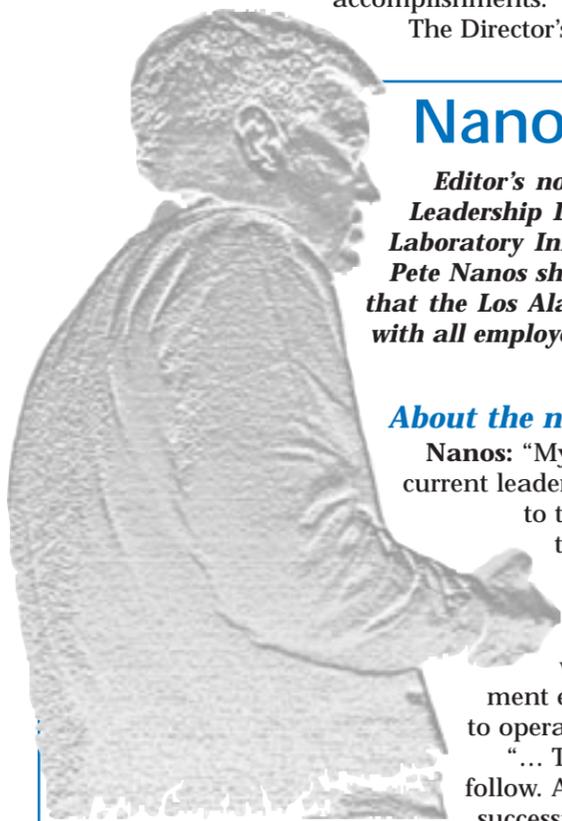
Coaching early career people to prepare for their ideal job

Nanos: "There is an excellent self-visualization that I have coached people to perform. Sit in a comfortable chair in a room with no distractions. Imagine where you see life taking you, where you want to be when you're 40 or 50. Imagine the job you're in — your ideal job. Now imagine that you are the hiring authority who is establishing the hiring criteria for that job. What are they? How do you get them? Then apply that information to your personal career map. How will you attain all the attributes that are required to perform that ideal job?

"A lot of people make a mistake in this process; they think they can get away without one of the criteria. They rationalize their way out of the hard stuff. But if you do that, you won't get promoted because you didn't do your homework.

"I hope you are all counseling your people; engage them on the issues of their professional viability and promotion and what preparation is required. They need to be proactive about their futures. They have to prepare for future positions, not just passively wait and expect them to come. They must be actively engaged.

"I expect everyone in leadership to mentor. You're never too senior to do it. It's part of the responsibility of leadership, as opposed to management."



Fifth Annual Community

Safety and Security Day

Safety, security and fun were the operative words during the fifth annual “Community Safety and Security Day” held at Ashley Pond June 26. This year’s event was co-sponsored by the Laboratory — the Integrated Safety Management Program Office (ISM) and the Security and Safeguards (S) and Health, Safety and Radiation Protection (HSR) divisions — and Los Alamos County and featured more than 100 health, safety, security and environmental exhibits from the Lab and local, state and federal agencies representing five Northern New Mexico counties.



Flanked by the Los Alamos County Fire Department’s Sparky the Fire Dog and a group of young, potential firefighters, Interim Laboratory Director Pete Nanos, right, gets in on the fun during “Community Safety and Security Day.” Nanos, who spoke briefly on radio station KRSN acknowledging the event and thanking those who participated, also looked in on some of the exhibits around Ashley Pond.



Brandon Pearson, right, and Sam Loftin, left, of Ecology (RRES-ECO) answer questions for visitors at the Lab’s “Safety in the Wild” exhibit, which included the giant millipede slithering up Loftin’s hand.



Tom Wyant, right, of Network Engineering (CCN-5) handles a rattlesnake at one of the “Community Safety and Security Day” exhibits, while giving a few pointers on snake safety.



The New Mexico National Guard’s “GI Johnny” takes a break from milling among the crowd around Ashley Pond for a photo op with 9-year-old Jonathan Gonzales. The National Guard was among the many local, state and federal agencies represented at the annual safety and security event.

Photos by LeRoy N. Sanchez



Kaye named director's executive chief of staff

Interim Laboratory Director Pete Nanos has announced the selection of **Judith Kaye** as his new executive chief of staff. The appointment was effective immediately and encompasses numerous administrative and management responsibilities.

As executive chief of staff, Kaye will assume a number of duties in support of the Laboratory's director. Primary among these duties is ensuring coordination and integration of the Laboratory's institutional strategy with execution of the strategy; engaging appropriate Laboratory organizations to communicate institutional strategy and Labwide policies; and coordinating and integrating functions in the Director's Office that require knowledge, tracking and communication of critical issues. Kaye also will provide operational assistance to the Laboratory's director and deputy director; manage and coordinate operations in the Director's Office; interface with the Laboratory's Senior Executive Team and the chiefs of staff in the Laboratory's directorates; and serve as a personal trouble-shooter for the director and deputy director.

"I'm pleased and honored to have this opportunity to work directly with Pete Nanos, Carolyn Mangeng [acting deputy Laboratory director] and the Lab's senior executive team to help achieve Pete's vision and ambitious goals for performance improvement at the Laboratory," said Kaye.

Kaye joined Los Alamos in 1985 as deputy group leader for Science Education and Outreach in the Human Resources (HR) Division. Over the years, she has served as group leader for Science Education and Outreach, group leader for Training and Development, acting HR deputy director, acting director of HR and special assistant in the Quality Improvement Office (QIO). Most recently, she was on assignment from QIO to the Laboratory director as a special assistant.

Kaye was project director for the book *Science at Home* and has written numerous papers on human resources, training and education, science education and education reform. She also has served on a number of national and state committees, including the Department of Energy's Science Education Director's Council, the DOE Task Force on Evaluation, the Governor's Business Executives for Education and the New Mexico Systemic Initiative for Math/Science Education.



Judith Kaye

many rewarding career opportunities," said Varley.

Varley's career began at the Lab in 1976 in the former Detonation Systems Group (WX-7). He worked for various groups in the former Design Engineering (WX) Division, which eventually reorganized into ESA in 1980. Varley has 26 years of experience in weapons engineering, including stockpile maintenance, surveillance and dismantlement, and weapon program technologies. For three years Varley worked for the Nuclear Weapons Stockpile Systems Program Office (NW-SS) serving as program manager and deputy program director before returning to ESA in 2001.

Varley received both his bachelor's and master's degrees in mechanical engineering from the University of New Mexico.

Montaño is new Biophysical Society committee member



Gabriel Montaño

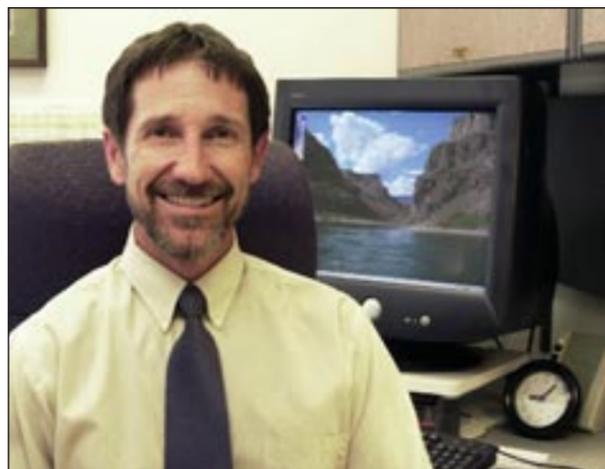
Gabriel Montaño of Integrated Spectroscopy Lab (B-4) has been appointed a committee member of the Biophysical Society, an international organization that disseminates information about biophysics.

Montaño is one of 16 new members elected at an annual meeting earlier this year. He will serve a three-year term beginning in July.

Montaño received his bachelor's degree in biology from New Mexico State University in 1997 and finished his doctoral degree in molecular biology and biochemistry at Arizona State University in 2002.

Montaño said his goal as a committee member is to increase the quality of science and technology education in New Mexico, especially in rural areas. He said he also wants to make the "playing field" equal for

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Bill Zwick

Zwick new Performance Surety (PS) Division deputy

Bill Zwick is the new deputy division leader in the Performance Surety (PS) Division. Beginning at the Laboratory in 1987 as a postdoctoral fellow, Zwick came with research interests in the non-aqueous chemistry of plutonium and other actinide elements.

According to Zwick, PS Division was established a little over one year ago to provide greater institutional focus on management systems important for the Laboratory to meet quality and safety expectations. Areas of responsibility include the development and maintenance

of Laboratory-wide programs in quality management: safety basis; performance assurance; and training, among others. "It is a real pleasure to be in a position to help the Laboratory make these much needed changes," Zwick added.

In the mid to late '90s, Zwick assisted the Nuclear Materials Technology (NMT) Division in restructuring safety and quality management systems at the TA-55 Plutonium Facility and, also did so later, at the Chemistry and Metallurgical Research (CMR) facility. He coordinated Integrated Safety Management (ISM) implementation efforts at the TA-55 and CMR facilities, both of which were on the Department of Energy's list of top-10 priority facilities and later assisted the Dynamic Experimentation (DX) Division in Phase-II ISM implementation verifications at the Laboratory and the Nevada Test Site.

Zwick has a bachelor's in chemistry from Fort Lewis College in Durango, Colo., and a doctorate in inorganic chemistry from the University of Utah.

Varley named principal deputy ESA division leader

Dan Varley of Engineering Sciences and Applications (ESA) Division is the newly appointed principal deputy division leader. Varley also retains his regular duties as deputy division leader for program execution and will be the acting division leader until the end of summer.

"I really appreciate my good fortune to continue service with a truly great engineering organization, and I look forward to the many challenges in front of us. In addition to our many enabling technologies, ESA is a key contributor to the Lab's stockpile-stewardship mission, which provided me



Dan Varley

In Memoriam



Philip Barker

Laboratory employee Philip L. Barker of Nonproliferation and International Security-Center for Space Science and Exploration (NIS-CSSE) died

April 23. He was 54. Barker began his Lab career April 29, 1981, in the Space Sciences Office (SSO). He subsequently transferred to EES-11 where he was a mechanical technician and supervisor. During his Laboratory career, he won many achievement awards. Barker enjoyed participating in the Laboratory's Outreach Program in which he visited area schools to give presentations on space science projects. He received his bachelor's degree from the University of South Florida. He also had been a member of the Florida Army National Guard. He is survived by his wife, Laboratory retiree Joyce Barker of the family home in Española and four children. Those who would like to make a donation in Barker's memory can do so through the Los Alamos Scholarship Fund.

LAB MENTORS

Women's Diversity Working Group honors Laboratory mentors

by Ed Kellum

The Women's Diversity Working Group held their annual Women's Career Development Mentoring Awards on June 24 at Fuller Lodge. With guest speaker Interim Laboratory Director G. Pete Nanos, the WDWG recognized several award recipients for their exemplary mentoring of women in the work force at the Laboratory.

The honored recipients are **Karen Burkett** of Human Resources Deployed Threat Reduction (HR-D-TR), **Marcia Fraser** of Nuclear Materials Information Management (NMT-3), **Donna Gadbois** of Wright Langham Resource (B-2), **Mary Hockaday** of Dynamic Experimentation (DX-DO), **Kathleen Parker** of Communication Arts and Services (IM-1), **Greg Rand** of Tritium Science and Engineering (ESA-TSE), **Teresa Ruscetti** of Wright Langham Resource (B-2), **L. Dale Sivils** of Applied Chemical Technology (C-ACT) and **Amy Wong** of Plutonium 238 Science and Engineering (NMT-9). Each recipient has shown outstanding mentoring skills by nurturing the talents and guiding those they mentored to success in both their careers and lives. The WDWG has honored individuals of merit for several years and strives to inspire outstanding leadership and diligence within the work force.



Karen Burkett



Marcia Fraser



Donna Gadbois



Mary Hockaday



Kathleen Parker



Greg Rand



Teresa Ruscetti



L. Dale Sivils



Amy Wong

Director's Development ...

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"Self-nomination is an important aspect of this process because it shows that the individual is interested in this opportunity, is highly motivated and really wants to be a part of this effort, which is key to the success of the program," said Cohen. Similarly, not being selected doesn't mean the individual lacks potential.

"All participants need to keep in mind that participation in the program does not guarantee future promotion or advancement at the Laboratory," said Cohen.

The Senior Executive Team will review nomination packages and 18 candidates will be chosen from the pool to participate in the development track. The program will run for up to 18 months, including a series of rotational assignments. Participants are expected to continue with their day-to-day responsibilities in their organizations until a rotational assignment is made.

Many of the course offerings through this program also will be made available to a wider Lab audience, said Cohen. "This will allow other Lab employees to enroll in a seminar and learn from outside experts," noted Cohen.

More information can be found on the Web site or by contacting Cohen at 5-6949 or writing to DirDevPrg@lanl.gov by e-mail.

Montaño ...

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all college kids, regardless of race or socioeconomic background.

Originally a journalism major at NMSU, Montaño said he fell in love with science during a required course as an undergraduate student.

He said he would like to see more people from New Mexico become role models in the areas of science. He thinks kids would be encouraged to pursue such fields if they could relate to people of similar backgrounds who work in science.

Reinovsky elected IEEE fellow



Bob Reinovsky

Bob Reinovsky, a program manager for Pulse Powdered Hydro Dynamics (DX-DO), has recently been elected a fellow of the Institute of Electrical and Electronics Engineers.

The national engineering organization bestows the honor on those who have demonstrated distinction and outstanding proficiency in their profession, said information provided by IEEE.

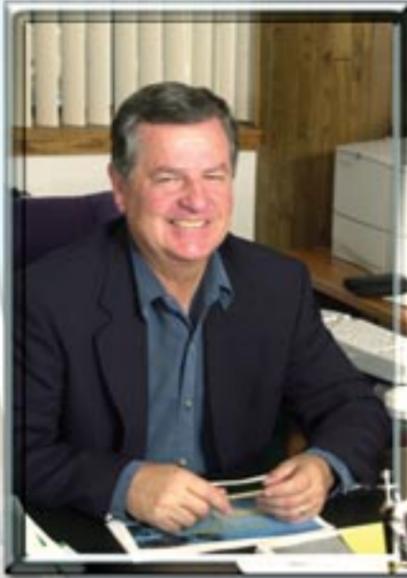
"As it stands today, the IEEE Grade of Fellow is conferred by the board of directors upon a person with an extraordinary record of accomplishments in any of the IEEE fields of interest," said information published by the organization. "A brief citation is issued to new fellows describing their accomplishments."

Reinovsky joined the Lab in 1986, where he worked with high-density plasma z-pinch implosions, radiation processes, plasma diagnostics and pulsed-power physics (the former M-6). From 1990 to 1993, he led the Explosive Pulsed Power Group (M-6/DX-15). He later became program manager for the Athena Pulsed Power Project and chief scientist and deputy program manager for the Pulsed-Power Hydrodynamics Program in Dynamic Experimentation (DX-DO/PPH).

Reinovsky received his master's degree in electrical engineering in 1971 and a doctoral degree in 1973 from Rensselaer Polytechnic Institute in the Electrophysics Department; his dissertation work focused on diagnostics for magnetically confined fusion plasmas.



Former Laboratory Director John Browne retires



“I want you to know how very grateful everyone here is for your many years of dedicated service,” said Interim Laboratory Director Pete Nanos to his predecessor John Browne in a memo congratulating Browne on his retirement the end of June after 24 years of leadership at the Lab.

Nanos commended Browne on his personal commitment to the Lab’s mission and his dedication to instilling a sense of institutional values. In addition, Nanos called out Browne’s Six Zero initiative, Integrated Safety and Security Management Program and Browne’s personal commitment to promoting and maintaining the Lab’s scientific excellence.

In addition, during Browne’s tenure as Lab director, he established the Endowed Leadership Scholarship fund and was instrumental in establishing the Los Alamos National Laboratory Medal award.

In his just more than five years at the Lab’s helm, Browne steered the Lab through a variety of turbulent circumstances. One of the most notable was his compassion and hands-on efforts during the Cerro Grand Fire and restart efforts.

In the photos from top to bottom ...

Yes, Lab directors are allowed to have fun, as John Browne demonstrates while helping former Lab Director Harold Agnew, right, celebrate his 80th birthday in March 2001.

Government officials are frequent Laboratory visitors. In April 2001, Browne, far left; with Gen. John Gordon, National Nuclear Security Council administrator, second from left; Department of Energy Secretary Spencer Abraham; and Tim George, Nuclear Materials Technology (NMT) Division leader, far right, all decked out in eye-blindingly bright anti-c suits, use a hand-and-foot monitor.

Always a proponent of education, John Browne, with his wife Marti, created the Endowed Leadership Scholarship program, which in just over three years has raised more than \$71,000. In his role as director, he was able to encourage educational exchange and is shown here in August 2002 with students from Mexico. Browne is writing a personal note to Saul Tellez Minor, secretary of the Fundacion Hertel in Mexico.

Lab directors meet folks from all over the world, John Browne, right, hosts Ambassador from Italy Ferdinando Salleo when he visited the Laboratory in May 2001. Browne is pointing out a portrait of Edward Teller, Laboratory Manhattan Project pioneer.

There were hard times, but here with then-Deputy Director for Operations Dick Burick (now deceased) at the podium, John Browne welcomes the Laboratory work force back to the facility following the Lab-site closure caused by the May 2000 Cerro Grande Fire.

The Asian Pacific Islander Career Enhancement Task Force also was an effort of Browne’s directorship. In this November 2000 photo are Browne and task force members.

Photos by LeRoy Sanchez

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